



MANAGER OF BEHAVIORAL HEALTH EQUITY & INCLUSION  
(BHRS PROGRAM MANAGER)  
Health & Human Services

[marincounty.org/jobs](https://marincounty.org/jobs)







## About The Position

The Manager of Behavioral Health Equity and Inclusion (BHRS Program Manager) will oversee Behavioral Health and Recovery Services' ("BHRS") efforts related to cultural competence/equity, workforce development and training, prevention/early intervention, consumer and family relations, and community outreach and engagement. This position oversees programs and manages staff who are invested in embedding health equity initiatives, strategies and policies. This role will also be involved in program planning and evaluation, and implementation of local, state and federal policies and practices on equity. They will also be leading committees/workgroups with multidisciplinary stakeholders, including individuals and family members with lived experience. This position reports directly to the BHRS Division Director.



# Our Highly Qualified Candidate

The ideal candidate will possess extensive knowledge and experience of working with cultural and equity programs and policies, including workforce development and training, outreach and engagement, and establishing partnerships throughout the County. In addition, the successful candidate has knowledge, skills, and experience working and collaborating with culturally/ ethnically diverse organizations and populations. This includes, individuals and families with lived experience in behavioral health related to mental health and/or substance use. This individual will have familiarity with local, state (such as the Mental Health Services Act), and federal mandates (such as Culturally and Linguistically Appropriate Services Standards). Experience with best practices related to cultural competence, and equity and is experienced in implementing innovative programs across systems is essential.

The successful candidate will have experience preparing written communications and reports for professional level audiences, including local, statewide, and/or federal leadership, supervisors and managers, employees, and community partners/stakeholders. The candidate must have strong analytical and organizational skills, along with effective communication skills. Experience managing staff in the areas of: performance management, writing and delivering performance reviews, coaching, training and discipline is essential.



SUPPORT



TRUST



UNITY



EXCELLENCE

*Our mission is to promote and protect the health, well-being, self sufficiency and safety of all people in Marin County.*

***We recognize your time is valuable, so please do not apply if you do not have at least the following required Minimum Qualifications:***

Any combination of education and experience that would provide the knowledge and skills listed. Typically, a Bachelor's degree in counseling, marriage and family therapy, nursing, psychology, social work or a related field and three years of experience appropriate to the assignment, including one year of supervisory experience.

## **Certificates and Licenses**

This position requires clinical supervision of staff and must be professionally licensed as a Marriage and Family Therapist, Licensed Clinical Social Worker, Registered Nurse, or Clinical Psychologist in the State of California. Otherwise qualified non-California residents must obtain a California license within timelines consistent with the Business and Professions Code of California after moving from another state. Failure to obtain licensure within the specified timelines will result in termination of employment.

# Compensation and Benefits

The County offers an attractive compensation and benefits program. The salary for this position is **\$102,773 to \$124,259 per year** depending on qualifications. The competitive benefits program includes:

- **Insurance:** The County has a cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.
- **Retirement:** 1937 Act defined benefit retirement plan, which is reciprocal with other 1937 Act county retirement systems, CalPERS and systems with CalPERS reciprocity. The County does not participate in Social Security except for a mandatory Medicare contribution. More information can be found online at [www.mcera.org](http://www.mcera.org).
- **Leave Allowances:** The County offers generous vacation, personal, and sick leave benefits plus up to 11 paid holidays.
- **Deferred Compensation:** Tax-deferred 457 plan to which employees may contribute to enhance their retirement.
- **Wellness Program:** Our dynamic employee wellness program empowers you to lead a healthy and active lifestyle that supports overall well-being.

For additional information about benefits, please visit <http://www.marincounty.org/depts/hr/benefits>.

# About The Process

All applicants will receive email notifications regarding their status in the recruitment process. Please be sure to check your spam settings to allow our emails to reach you. You may also log into your [governmentjobs.com](http://governmentjobs.com) account to view these emails.

**Testing and Eligible List:** Depending on the number of qualified applications received, the examination may consist of a highly qualified review, application screening, online assessment, written examination, oral examination, performance examination, or any combination to determine which candidates' names will be placed on the eligible list.

The eligible list established from this recruitment will be used to fill the current vacancy and any future vacancies for open, fixed-term, full-time or part-time positions which may occur while the list remains active.

**Special Requirements:** Candidates selected are subject to fingerprinting by the Sheriff's Department and must pass a Department of Justice LiveScan background check prior to appointment.

**Disaster Service Workers:** All County of Marin employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

**At the County of Marin we strive for diversity and an inclusive work environment. Marin County is an Equal Opportunity Employer. Minorities, women and individuals with disabilities are strongly encouraged to apply.**

## To Apply

Please submit an application online at [marincounty.org/jobs](http://marincounty.org/jobs). Applicants are encouraged to apply early because this recruitment is Open and Continuous and may close at any time after May 4, 2020 at 4:00 PM. For additional information or questions, please contact us at:

**415.473.2126 (CRS Dial 711) or [jobs@marincounty.org](mailto:jobs@marincounty.org)**

